



Dawne McKenna Parrish

PARTNER

Dawne is a partner in the Vorys Cincinnati and Columbus offices and a member of the labor and employment group. Her practice focuses on employee benefits. Dawne has significant experience working with clients from small private businesses to large publicly held corporations across several industries regarding all facets of employee benefits.

Dawne's experience includes advising clients on the design, implementation and administration of tax-qualified retirement and welfare benefit plans. Dawne regularly counsels clients regarding government reporting requirements, voluntary correction programs and other compliance matters concerning retirement plans under ERISA and the Internal Revenue Code and related regulations and guidance. Dawne works closely with plan administrators and their service providers regarding fiduciary compliance and with the implementation and maintenance of administrative and investment committee structure and processes. Dawne also regularly advises clients regarding welfare plan administration and compliance under ERISA, the Internal Revenue Code, HIPAA, COBRA, GINA, ACA and related IRS, DOL, EEOC, CMS and HHS requirements.

Dawne frequently presents on employee benefits topics and provides fiduciary training to benefit plan committees.

Prior to entering private practice, Dawne worked for more than 8 years as in-house counsel where she advised on matters including employee benefits, labor and employment, insurance and investment adviser compliance. Dawne also previously co-owned a small business where she was involved in all aspects of its management. Dawne relies on the combination of her many years of experience in private law practice, in large corporate legal departments and as a small business owner / employer to partner with clients to reach legal solutions.

Cincinnati

301 East Fourth Street
Suite 3500
Great American Tower
Cincinnati, Ohio 45202

Columbus

52 East Gay Street
Columbus, Ohio 43215

t: 513.723.4492
dmparrish@vorys.com

Practice Areas

Employee Benefits and Executive
Compensation

Labor and Employment

Education

University of Cincinnati College of
Law, J.D., 1996

University of Cincinnati, MBA,
1995

Kent State University, B.B.A.,
magna cum laude, 1991

Bar & Court Admissions

Ohio

U.S. District Court for the
Southern District of Ohio

*Admitted to practice law only in
the states listed above.*

Professional and Community Activities

American Society of Pension Professionals & Actuaries (ASPPA),
Member, 2022 to present

Industries

Colleges and Universities

Construction

Financial Institutions

Health Care

Insurance

Manufacturing

Retail and Consumer Products

ASPPA Benefits Council (ABC) of Greater Cincinnati, Board Member, Membership Chair, 2022-2023; Secretary, 2024

American Benefits Council, Retirement Income Task Force and Health and Welfare Task Force, 2018 to present

Cincinnati Bar Association, Employee Benefits Committee Member; Planning Committee for Annual Cincinnati Employee Benefits Conference, 2020, 2022, 2023 and 2024

Vorys Tutor Group, Reading Tutor in Cincinnati Public Schools, 2018 to present

St. Gertrude Parish Finance Council, Member 2014-2019; Chair 2015-2017

The Christ Hospital Patient and Family Advisory Council, Member 2008-2013; Chair 2012-2013